

# **Bexhill Youth and Community Association**

**Bexhill Youth and Community Centre  
Stepping Stones Playgroup  
The Base Afterschool and Holiday Childcare**



*"bringing the community together"*

## **BEHAVIOUR MANAGEMENT POLICY**

*January 2016*



"Bringing the community together"

## Bexhill Youth and Community Association Behaviour Management Policy

Statutory framework for the early years foundation stage (March 2014)

3.52. Providers are responsible for managing children's behaviour in an appropriate way. Providers must not give corporal punishment to a child. Providers must take all reasonable steps to ensure that corporal punishment is not given by any person who cares for or is in regular contact with a child, or by any person living or working in the premises where care is provided. Any early years provider who fails to meet these requirements commits an offence. A person will not be taken to have used corporal punishment (and therefore will not have committed an offence), where physical intervention<sup>29</sup> was taken for the purposes of averting immediate danger of personal injury to any person (including the child) or to manage a child's behaviour if absolutely necessary. Providers, including childminders, must keep a record of any occasion where physical intervention is used, and parents and/or carers must be informed on the same day, or as soon as reasonably practicable.

3.53. Providers must not threaten corporal punishment, and must not use or threaten any punishment which could adversely affect a child's well-being.

*29 Physical intervention is where practitioners use reasonable force to prevent children from injuring themselves or others or damaging property.*

### **Behaviour Management Policy**

All children have the right to be protected from all forms of violence, kept safe from harm and protected by those who look after them. The children will be encouraged to develop skills to help them become accepted and welcomed in society as they grow up, we recognise the need to set reasonable and appropriate limits which the staff will maintain in the management of children's behaviour.

We will encourage good and acceptable behaviour amongst all the children attending

- We will always reject the inappropriate behaviour and not the child.
- We will reward good behaviour because rewards are constructive and they encourage further effort.
- We never label the child as bad or naughty as they will live up to it.
- We will encourage self discipline and respect for others because children need to grow into people who behave well even when there is no one to tell them what to do.
- We do not use any physical intervention on any child in our care. Unless the child is going to cause severe injury to themselves or another person.
- We will give corrections to a child in a positive way and we will reward good behaviour, so the child will wish to repeat the good behaviour again.
- We will set realistic limits according to the child's age and stage of development because as children grow are expectations of them change.
- We make both children and parents/carers aware of our aims for children.

- We will encourage children not to hit back if they are hit, but report being hit to a worker so that the aggressive behaviour can be dealt with.
- When we talk to children about their behaviour we will talk to them calmly and at their level. We will encourage a child to apologise and think about their actions.
- The only reason we shout is in an extreme emergency.
- We will encourage the use of positive language and discourage the use of negative language.
- We will discreetly and sensitively inform a parent if their child has caused an injury to another and also of any other unacceptable behaviour.

Behaviour that we will find unacceptable:

- Racism,
- sexism,
- homophobia,
- misuse or blatant disregard of equipment,
- stealing,
- consistent lying,
- pinching punching,
- kicking and biting.
- Language that staff find offensive.

There may be a time that we find the behaviour of a child requires further action and we then warn the child firstly, if the warning does not work then we will have a time out period on a 1:1 basis.

We may find that we cannot help anymore with a child and may have to find the help of a professional specialist.

In all situations a member of staff will complete an incident form.

### **Exclusions**

We will always try to allow all children to be in the setting but there may reasons that we will have to ask for a child not to come back, this would be after discussions with parents / carers. Reasons for exclusion may include:

- Physical or severe verbal assault of another child or staff member
- Wilful and serious damage to the property of Bexhill Youth and Community Association
- Stealing